

May 9, 2011

Dan Rodriguez
Business Agent
International Brotherhood of Electrical Workers, Local No. 332
2125 Canoas Garden Avenue, Suite 100
San Jose, CA 95124

RE: City's Last, Best, and Final Offer

Dear Dan:

We appreciate the hard work demonstrated by the International Brotherhood of Electrical Workers, Local No. 332 (IBEW) during the 2011 negotiations for a successor Memorandum of Agreement (MOA). Both the City and IBEW have each put forth a tremendous amount of time and effort towards these negotiations. We began the negotiations in January 2011, met approximately twenty-one (21) times, and engaged in the mediation process on April 28, 2011.

Unfortunately, despite these efforts, we were unable to reach an agreement.

Therefore, we are providing you with the City's alternate Last, Best, and Final proposals. As you will see, the City is open to either a one-year or a two-year agreement with slightly different parameters in each. It is the City's intent that the savings from either of these proposals would be used to preserve services and jobs that would otherwise be eliminated in Fiscal Year 2011-2012. Though both of these proposals help the City address its \$115 million deficit, neither of these proposals guarantee that there will not be layoffs in Fiscal Year 2011-2012.

If IBEW does not accept either of the City's offers, it is our intent to take the one-year Last, Best, and Final Offer for City Council approval in open session on May 31, 2011. Please let us know by May 24, 2011.

Please let me know if you have any questions.

Sincerely,



Aracely Rodriguez
Senior Executive Analyst

Enclosure

c: Frank Crusco, IBEW